SECTION	STATUTE	SUBJECT	EFFECTIVE
1	45.0112	Street and E-mail Addresses Required. Requires individuals licensed by the Department of Commerce ("department") to provide an e-mail address for business use. Removes unnecessary language.	8-1-2010
2	45.027, Subd. 1 (8)	General powers. Clarifies which entities are subject to assessment for expenses incurred when the department conducts an investigation.	8-1-2010
3	45.30, Subd. 4	Credit earned  Modifies continuing education requirements for individuals licensed by the department. A licensee cannot receive credit for more than 8 hours of continuing education in one day	8-1-2010
4	60A.031, Subd. 4 (f)	Examination report; foreign and domestic companies.  Makes changes to a section of law that regulates the department's examination powers with respect to insurance companies. Provides that the Commissioner and any other person must treat any documents reviewed over the course of a market analysis with confidentiality. Provides that the documents are private and not subject to subpoena. Defines "market analysis" for purposes of the section. Changes a reference to reflect the new name of the National Association of Securities Dealers.	8-1-2010
5	60A.084	Notification on Group Policies. Changes a notice requirement for employers that provide life or health benefits, by specifying that the notice must be in a format that meets the requirements of the U.S. Department of Labor rather than ERISA.	8-1-2010
6	60A.204	Fees and Commissions.  Eliminates the \$25 cap on the fee that a surplus lines licensee may charge. Provides that the fee must not be excessive or discriminatory.	8-1-2010
7	60A.36, Subd. 2a.	Third-party notices.  Specifies when an insurer must provide notice to a third party with respect to cancellation of a commercial liability or property insurance policy against crop damage by hail. Affecting midterm cancellations of commercial liability or property insurance during the term of the policy. Requires third-party cancellation notice notices. if:  (1) the policyholder has notified the insurer of the identity of the third party; and (2) the third party is a licensing authority authorized by statute to receive the notice or a state, city, or county governmental unit on whose behalf the insured is providing services.	1-1-2011

SECTION	STATUTE	SUBJECT	EFFECTIVE
8	604.20	laguanca	8-1-2010
0	60A.39, Subd. 1	Issuance.  Makes changes to more specifically define a certificate of	0-1-2010
	30001	insurance. This change adds a clarification to verify that a	
		"certificate of insurance" does not convey any contractual	
		rights to the certificate holder.	2 4 22 4 2
9	60A.39, Subd. 4	Cancellation notice.	8-1-2010
	Suba. 4	Provides that a certificate of insurance given to a third party must not include a notice of cancellation that	
		exceeds the period of notice specified in the policy.	
10	60A.39,	Filing.	1-1-2011
	Subd. 5	Provides more specificity regarding the type of certificate	
		of insurance forms the department will accept.	
11	60A.9572,	<b>Disclosures.</b> Makes a technical change for clarity.	8-1-2010
12	Subd. 6 60K.31,	Limited lines insurance. Corrects a statutory reference.	8-1-2010
12	Subd. 10	Limited lines insurance. Corrects a statutory reference.	0-1-2010
13	60K.361	Insurance Education	7-1-2010
		Applies to required topics included in 20 hour insurance	
		pre-license courses. Under the existing language, the	
		curriculum prescribed the order of subject matter for first	
		10 hours of instruction and the next 10 hours of the	
		course. This change will allow educators the flexibility to best organize the subject matter.	
14	61A.092,	Notice of options. Adds a 14 day notice requirement to	8-1-2010
	Subd. 3	alert employee of right to continue life coverage upon	
		termination of employment.	
15	62A.046,	Coordination of benefits. Makes changes to a section of	8-1-2010
	Subd. 6	law that allows for coordination of benefits with respect to accident and health insurance.	
16	62A.046,	High-deductible health plans. Makes changes to a	8-1-2010
10	New Subd. 7	section of law that allows for coordination of benefits with	0-1-2010
		respect to accident and health insurance. This change	
		provides clarification for persons with high deductible	
		plans and health savings accounts.	
17	62A.17,	Nation of antions Extends the period of time that an	8-1-2010
17	82A.17, Subd. 5	<b>Notice of options</b> Extends the period of time that an employer has to send a required notice to a terminated or	0-1-2010
	oubu. o	laid off employee regarding continuation of health	
		insurance coverage from 10 to 14 days after termination or	
		layoff.	
18	62A.3099	Technical change.	5-26-2010
	Subd 17	The Medicare cost plans referenced in 62A.3099 are	
		federally regulated plans and there are federal requirements for this type of Medicare cost plan. This is a	
		correction to eliminate a conflict with the federal	
		requirements for these plans.	

SECTION	STATUTE	SUBJECT	<b>EFFECTIVE</b>
40	CO 4 0000	Madiana amplamant a Danis and Co. At 100 o	E 00 0040
19	62A.3099, Subd. 18	<b>Medicare supplement policy or certificate.</b> Modifies the provision, consistent with NAIC language, by adding	5-26-2010
	Subu. 10	additional language to the definition of "Medicare	
		supplement policy or certificate".	
20	62A.65,	Guaranteed renewal. Removes an obsolete reference to	8-1-2010
	Subd. 2	Medicare.	
21	62E.02,	Medicare. Modifies the definition of "Medicare" to	8-1-2010
	Subd. 15	accurately reflect its federal reference.	
22	62E.14,	Waiver of preexisting conditions for persons whose	8-1-2010
	Subd. 4c	coverage is terminated or who exceed the maximum	
		lifetime benefit. Makes technical changes to references of	
	001.05	a federal statute and tax credit.	0.4.0040
23	62L.05, Subd. 4	Benefits. Modifies the list of benefits that a small employer	8-1-2010
	Subu. 4	health plan must offer because they conflict with the Minnesota mental health parity law.	
24	62L.0561	Flexible Benefits Plans.	1-1-2012
24	02L.0301	Adds a new section to provide for the issuance of flexible	1-1-2012
		individual coverage and group coverage for employer	
		plans with up to 100 employees. This type of flexible	
		benefit "health plan" may modify or exclude any or all	
		coverages of benefits that would otherwise be required by	
		law, except for maternity benefits and other benefits	
		required under federal law. This section is similar to M. S.	
		§ 62L.056 which applies to Small Employer Flexible	
		Benefit plans.	
		Please note that Section 104 of this act repeals M. S. §	
		62L.056, effective January 1, 2012, when this section goes	
		into effect.	
25	62S.24,	Exchange for long-term care partnership policy;	8-1-2010
	Subd. 8	Addition of policy rider. Updates statute to reflect federal	
		law and for consistency.	
26	<b>62S.266</b> ,	Contingent benefit upon lapse.	8-1-2010
	Subd. 4	Corrects a statutory reference.	0.4.00.40
27	62S.29,	Requirements.	8-1-2010
	Subd. 1	Specifies that the <b>Senior LinkAge Line</b> is the senior	
		insurance counseling program approved by the department for purposes of a statute that regulates	
		marketing of long-term care insurance.	
28	65A.29,	Notice of possible cancellation.	8-1-2010
	Subd. 13	Changes the amount of time an insurer has to cancel a	
		homeowner's insurance policy from 60 to 59 days after	
		issuance.	
29	72A.08	Exceptions to rebate prohibition re-defined.	5-26-2010
	Subd 4 (b)	A promotional item of \$25 or less per year is not a rebate,	
		if the receipt of the item or gift is not conditioned upon the	
		purchase of an insurance policy or product.	

SECTION	STATUTE	SUBJECT	EFFECTIVE
30	72A.12 Subd 4	Discrimination; Rebates  Exception to Rebate prohibition re-defined. New language added to clarify that the offer of any prizes, goods, wares, merchandise, articles, or property of an aggregate value of \$25 or less by agents or insurance companies is not considered to be a rebate.	5-26-2010
31	72A.20, Subd. 10	Rebates.  Modifies rebate law by clarifying that certain insurers may provide policyholders with prizes, goods, and other property of an aggregate value of \$25 or less.	5-26-2010
32	72A.20, Subd. 36	Limitations on the use of credit information. Corrects a statutory reference.	8-1-2010
33	72A.20, Subd. 37	Electronic transmission of required information.  Provides that a health carrier may provide certain required information electronically to a health plan.	8-1-2010
34	72A.492, Subd. 2	Covered persons.  Makes technical changes with respect to persons covered by the rights granted under the Minnesota Insurance Fair Reporting Act.	8-1-2010
35	72A.51, Subd 2	Return of policy or contract; notice. Technical change. The Medicare cost plans referenced in 62A.3099 are federally regulated plans and there are federal requirements for this type of Medicare cost plan. This requirement conflicts with the federal requirement and is deleted as a result.	5-26-2010
36	72B.01	Relating to Insurance Adjusters: This change eliminates duplication with Minn. Stat. §72B.03.	8-1-2010
37	72B.03, Subd. 2	Classes of licenses. Corrects statutory references.	8-1-2010
38	72B.045, Subd. 1	Requirement. Clarifies that independent and public adjusters are subject to continuing education requirements.	8-1-2010
39	72B.06	Catastrophe or Emergency Situations.  Modifies a section of law that allows an individual who is not licensed in the state to perform work as an emergency independent adjuster when there is a catastrophe situation. Provides more specificity as to when a catastrophe situation exists. Provides requirements for designation as an emergency independent adjuster.	8-1-2010
40	72B.08, Subd. 8	Bond. Corrects a statutory reference.	8-1-2010

SECTION	STATUTE	SUBJECT	EFFECTIVE
41	79A.03, Subd. 8	Processing application.  Modifies the gross annual premium requirement with respect to an application for workers' compensation self-insurance.	This section is effective August 1, 2010, and applies to applications processed on or after that date, but not to self-insured groups existing as of that date.
42	79A.06, Subd. 5	Private employers who have ceased to be self-insured. Provides that a private employer that ceases its workers' compensation self-insurance authority on or after August 1, 2010, is liable for an assessment as specified.	This section is effective August 1, 2010, and applies to terminations of self-insurance authority that become effective on or after that date.
43	79A.21, Subd. 3	<b>Approval.</b> Modifies the gross annual premium requirement with respect to an application for workers' compensation self-insurance.	This section is effective August 1, 2010, and applies to applications processed on or after that date, but not to self-insured groups existing as of that date.
44	80A.41	SECTION 102; Definitions.  Modifies the definition of "purchaser" for purposes of the Minnesota Securities Act.	8-1-2010
45	80A.46	SECTION 102; Exempt Transactions.(19) Makes a change to a section of law that exempts various transactions from securities registration requirements, by specifying that a person making a rescission offer must provide notice of the transaction to the administrator.	8-1-2010
46	80A.65, Subd. 6	<b>Rescission offer filing fee.</b> Makes a statutory change to reflect the notice requirement in section 45.	8-1-2010
47	82.17, Subd 1a	<b>Brokerage</b> ; <b>Business entity</b> . Defines "brokerage" or "business entity."	8-1-2010
48	82.17, Subd. 15	Protective list. Modifies the definition of "protective list."	8-1-2010
49	82.17, New Subd. 20a	Responsible person. A "responsible person" means a natural person that is an officer of a corporation, a partner of a partnership, a general partner of a limited liability partnership, or a manager of a limited liability company.	8-1-2010
50	82.19 Subdivisions 1 through 3b	Compensation. Adds a referral fee to list of types of compensation a licensee may not accept in specified situations.	8-1-2010

SECTION	STATUTE	SUBJECT	EFFECTIVE
OLOTION	OTATOTE	0000001	LITEOTIVE
51	82.21,	Listing agreements. Requires listing agreements to	8-1-2010
	Subd. 2	contain a clear statement that explains if the agreement	
		may be canceled and the terms under which it may be	
		canceled.	
52	82.24,	Broker payment consolidation. Clarifies that fees and	8-1-2010
	Subd. 3	assessments must be paid in the form of a single payment,	
		rather than by check.	
53	82.29,	Broker's examination. Removes an obsolete reference.	8-1-2010
	Subd. 4		
54	82.29,	<b>Waivers.</b> Modifies the criteria for waiver of the broker's	8-1-2010
	Subd. 5	examination real estate licensing experience requirement.	
55	82.29,	Instruction; New licenses. Removes language relating to	8-1-2010
	Subd. 8	real estate closing agent licensure because it is moved to	
		another area of statute in this bill (see section 78).	
56	82.31,	Qualification of applicants. Removes a reference to real	8-1-2010
	Subd. 1	estate closing agent licensure because it is moved to	
		another area of statute in this bill (see section 78).	2 / 22 / 2
57	82.31,	Application for license; Contents. Removes language	8-1-2010
	Subd. 2	relating to real estate closing agent licensure because it is	
		moved to another area of statute in this bill (see section	
50	00.04	78). Makes clarifying changes.	0.4.0040
58	82.31,	Business entity; Brokerage licenses. Modifies language	8-1-2010
50	Subd. 4	to reflect changes in terminology.	0.4.2040
59	82.32	Licensing; Continuing Education and Instruction.	8-1-2010
60	00.00	Corrects a statutory reference.	0.4.2040
60	82.33, Subd. 1	<b>Duration.</b> Makes grammatical changes. Removes obsolete language.	8-1-2010
61		Broker's responsibility. Specifies broker responsibilities	8-1-2010
01	82.33, New Subd. 1a	for renewal of a real estate salesperson license.	0-1-2010
62			8-1-2010
62	82.33, Subd. 2	<b>Timely renewals.</b> Modifies requirements for timely license renewal.	0-1-2010
63	82.34,	Generally. Removes a reference to real estate closing	8-1-2010
03	62.34, Subd. 1	agent licensure because it is moved to another area of	0-1-2010
	Jubu. I	statute in this bill (see section <b>78</b> ).	
64	82.34,	Additional broker's license. Clarifies requirements for an	8-1-2010
	Subd. 2	additional broker's license. Modifies language to reflect	3 . 2010
		changes in terminology.	
65	82.34,	Issuance of license; salesperson. Removes language	8-1-2010
	Subd. 4	related to mailing a real estate salesperson license	
		because licensing is now completed online.	
66	82.34,	Effective date of license.	8-1-2010
	Subd. 5	Removes language relating to the staggered issuance of	
		licenses.	
67	82.34,	Limited broker's license.	8-1-2010
	Subd. 13	Revises language with respect to issuance of a limited real	
		estate broker's license.	

SECTION	STATUTE	SUBJECT	<b>EFFECTIVE</b>
-			0.4.6040
68	82.39, Subdivisions 1 through- 5	Notice to Commissioner. Provides that a licensee must notify the Commissioner in writing or in a format prescribed by the Commissioner of any change of information contained in the license application on file. Requires a licensee to notify the Commissioner within ten days of facts relating to civil judgment, disciplinary action, or a criminal offense.	8-1-2010
69	82.41, Subd. 1	License required. Clarifies that a salesperson is a real estate salesperson.	8-1-2010
70	82.41, Subd. 2	Misrepresenting status as licensee.  Removes a reference to a real estate closing agent since it is moved to another area of statute in this bill (see section 78). Clarifies that a salesperson is a real estate salesperson.	8-1-2010
71	82.41, New Subd. 3a	Limitation on broker when transaction not completed. Provides that when an owner fails to consummate a real estate transaction, through no fault of the purchaser, the listing broker may not claim any portion of any trust funds deposited with the broker by the purchaser, absent a separate agreement with the purchaser.	8-1-2010
72	82.45, Subd. 3	Retention.  Extends the period of time that a licensed real estate broker must retain certain records from three to six years.	8-1-2010
73	82.45, New Subd. 4	Storage. Provides that certain records retained by licensed real estate brokers may be stored electronically.	8-1-2010
74	82.45, New Subd. 5	Destruction. Provides that once the required storage period expires, records retained by a licensed real estate broker must be disposed of according to the confidential record destruction procedures of the Fair and Accurate Credit Transaction Act.	8-1-2010
75	82.48, Subd. 2	<b>Penalty for noncompliance.</b> Removes a reference to a section that is being repealed in the bill.	8-1-2010
76	82.48, Subd. 3	Responsibilities of brokers. Changes a reference from a "partnership or corporate broker" to a "brokerage." Makes grammatical changes.	8-1-2010
77	New 82.52	Advertising Requirements. Requires a licensee to identify himself or herself as a broker or an agent salesperson in advertising related to real property. Specifies when a broker or salesperson may include brokerage group or team member names.	8-1-2010
78	New 82.53, Subdivisions 1 through 7	Real Estate Closing Agent Licensing. Requires individuals acting as closing agents to be licensed with the department. Provides licensure application, fee, and education requirements. Specifies when a person acting as a closing agent does not need a license.	8-1-2010

SECTION	STATUTE	SUBJECT	EFFECTIVE
79	New 82.54	Other Disclosure Requirements.	8-1-2010
13	146W 02.J4	Specifies disclosures that a broker is required to make to a	0-1-2010
		prospective purchaser and disclosures that a broker has	
		no duty to make.	
80	82B.05, as	Real Estate Appraiser Advisory Board.	1-1-2011
	amended by	Changes background requirements for the Real Estate	
	Laws 2009,	Appraiser Advisory Board and reduces the number of	
	chapter 63, section 62	members. Requires the board to meet more frequently.	
81	82B.06	POWERS OF THE BOARD.	1-1-2011
	025.00	The board shall make recommendations to the	1 1 2011
		commissioner as the commissioner requests or at the	
		board's own initiative:	
82	82B.14	EXPERIENCE REQUIREMENT	8-1-2010
		Affecting the licensing requirements of licensed real	
		property appraisers. Certain university courses may be	
83	137.0225	approved retroactively if qualified.  UNIVERSITY PROMISE SCHOLARSHIP	5-26-2010
03	137.0223	This change modifies the eligibility provision to require	3-20-2010
		that, under this section, a student must be a Minnesota	
		resident undergraduate from a family with an annual	
		adjusted gross income not to exceed \$100,000.	
84	137.66	SCHOLARSHIP FUNDING PROGRAM	5-26-2010
		As a condition of a license for an arena or stadium	
		location under section 340A.404, subdivision 4a,	
		paragraph (a), clause (3), the University of Minnesota shall deposit at least 75 percent of the net revenue	
		generated through the existence of this license for	
		scholarships under section 137.0225 for Minnesota	
		resident men and women attending the University of	
		Minnesota.	
		(Refer to Section 95 of this bill)	
85	326.3382,	<b>Proof of insurance.</b> Changes a notice requirement with	8-1-2010
	Subd. 3	respect to modification or cancellation of an insurance	
86	326B.33,	policy held by a private detective.  Insurance required. Changes a notice requirement with	8-1-2010
00	326B.33, Subd. 16	respect to cancellation of an insurance policy held by a	0-1-2010
	Guba. 10	licensed contractor.	
87	326B.46,	Bond; insurance. Changes a notice requirement with	8-1-2010
-	Subd. 2	respect to cancellation of a liability insurance policy held	
		by a licensed plumber.	
88	326B.46	Well contractor exempt from licensing and bond;	5-26-2010
	Subd 6	conditions. A well contractor or a limited well/boring	
		contractor who is licensed and bonded under section	
		103I.525 or 103I.531 may be exempt from licensing requirements under certain conditions. This subdivision	Expires after
		expires one year after the date of enactment.	one year.
		oxpired one your after the date of endotinent.	one year.

SECTION	STATUTE	SUBJECT	EFFECTIVE
89	326B.56, Subd. 2	Insurance. Changes a notice requirement with respect to cancellation of an insurance policy held by licensed water conditioning contractor or installer.	8-1-2010
90	326B.86, Subd. 2	Insurance. Changes a notice requirement with respect to cancellation of an insurance policy held by a licensed manufactured home installer or licensed residential roofer.	8-1-2010
91	326B.921, Subd. 6	Insurance. Changes a notice requirement with respect to cancellation of an insurance policy held by a licensed high pressure pipefitter business.	8-1-2010
92	327B.04, Subd. 4	License prerequisites. Changes a notice requirement with respect to cancellation of an insurance policy held by a licensed manufactured home dealer.	8-1-2010
93	New 332.3351	Exemption From Licensure.  Specifies conditions under which a collection agency is exempt from licensing and registration with the department.	1-1-2011
94	332.34	Bond. Increases bonding requirements for collection agencies licensed by the department.	This section is effective for bonds obtained or renewed after January 1, 2011.
95	340A.404, Subd 4a	Affecting the University of Minnesota and the TCF Bank Stadium. This section was amended as summarized below:  No alcoholic beverage may be sold or served at TCF Bank Stadium unless the Board of Regents holds an on-sale intoxicating liquor license for the stadium and that the University requires the sale or service of intoxicating liquor in a public portion consisting of at least one-third of the general seating of a stadium or arena. It is solely within the discretion of the Board of Regents to choose the manner in which to carry out this condition.	5-26-2010
96	340A.409, Subd 1	Insurance Required Changes a notice requirement with respect to cancellation of an insurance policy held by a retail establishment licensed to sell liquor.	8-1-2010
97	471.61 Subd 2b	Insurance continuation Applies to a unit of local government concerning a former employee and continued participation in the employer-sponsored hospital, medical, and dental insurance group that the employee participated in immediately before retirement	Effective date. 8-1-2010, and applies to coverage in existence on or after that date.

SECTION	STATUTE	SUBJECT	EFFECTIVE
(continued) 97	(continued) 471.61 Subd 2b	A former employee under the age of 65 who is enrolled in Medicare Parts A and B due to the former employee's disability and for whom Medicare's obligation to pay claims is primary, and the former employee's dependents, must be pooled in the same group for purposes of this paragraph as former employees who have reached age 65.	(continued)  Effective date. 8-1-2010, and applies to coverage in existence on or after that date.
98	514.20	514.20 SALE Legislation affecting lien holders. Amended to allow the use of certified mail in place of registered mail.  This section is effective the day following final enactment, and applies to notices mailed on or after that date, provided however that it is also permissible to send notices under this section by registered mail prior to August 1, 2010, and the costs of those notices are lawful charges under this section.	5-26-2010
99	Laws 2007, chapter 147, article 12, section 14	Agricultural Cooperative Health Plan for Farmers. This change amends previous legislation to recreate the pilot project requirements for an Agricultural Cooperative Health Plan for Farmers. This change applies to Agricultural Cooperatives organized under M. S. Chapter § 308A and adds a reference to Chapter § 308B. Technical changes provide that plans created under this section may use surplus lines carriers to meet requirements found in M. S. § Chapter 62H.	5-26-2010
100	New	ON-SALE LICENSE: THEATRE I'HOMME DIEU  Douglas County may issue a wine and intoxicating malt liquor license to Theatre L'Homme Dieu.	This section is effective upon approval by the licensing authority in the manner specified by Minnesota Statutes, section 645.021, subdivisions 2 and 3.
101	New	2010 Appointments to Real Estate Appraiser Advisory Board. Provides that the terms of all members of the Real Estate Appraiser Advisory Board expire the day following final enactment of the bill. Specifies new term limits for members.	1-1-2011

SECTION	STATUTE	SUBJECT	<b>EFFECTIVE</b>

102	New	Coordination of Benefits Study. Directs the Commissioner, in consultation with the Commissioner of Health and health plan companies, to consider the appropriateness of adopting the National Association of Insurance Commissioners 2005 Coordination of Benefits Model Regulation. Directs the Commissioner to submit recommendations and draft legislation to the Legislature by January 15, 2011.	1-15-2011
103		Sauk Rapids: On Sale License The city of Sauk Rapids may issue an on-sale intoxicating liquor license, or an on-sale 3.2 percent malt liquor license, to the owner of an arena located on the Benton County Fairgrounds or to an entity holding a concession contract with the owner for use on the premises of that arena.	5-26-2010
104	Repealer:	Statutes Repealed 82.19, COMPENSATION.	Various
		Subd. 3 Limitation on broker when transaction not completed;	8-1-2010
		82.22, DISCLOSURE REQUIREMENTS, Subd. 1 Advertising, 6 Agent of broker disclosure, 7 Financial interests disclosure; licensee, 8 Material facts, 9 Nonperformance of any party;	8-1-2010
		82.31, LICENSING: APPLICATION. Subd.6 Change of application information;	8-1-2010
		82.34, LICENSING; OTHER REQUIREMENTS. Subd. 16 Exemption;	8-1-2010
		82.41, PROHIBITIONS Subd. 3 Commission-splitting, rebates, and fees. 7 Closing agents;	8-1-2010
		332.31, DEFINITIONS. Subd. 7 Exempt out-of-state collection agency;	8-1-2010
		332.335; EXEMPTION FROM LICENSURE	8-1-2010
		65B.133, SURCHARGE DISCLOSURE Subd. 3 Disclosure to policyholders;	8-1-2010

SECTION	STATUTE	SUBJECT	EFFECTIVE
(continued)		Statutes Repealed	
104		72B.02, DEFINITIONS Subd. 11 Catastrophe;	8-1-2010
		72B.04 LICENSE PROCEDURE AND REQUIREMENTS; EXAMINATIONS; FEES. (7-1-2010)	7-1-2010
		62L.056 SMALL EMPLOYER FLEXIBLE BENEFITS PLANS (1-1-12)	1-1-2012